US Army
Corps of Engineers

REAL ESTATE WORK GROUP

Recruit & Retain

Directorate Of Human Resources

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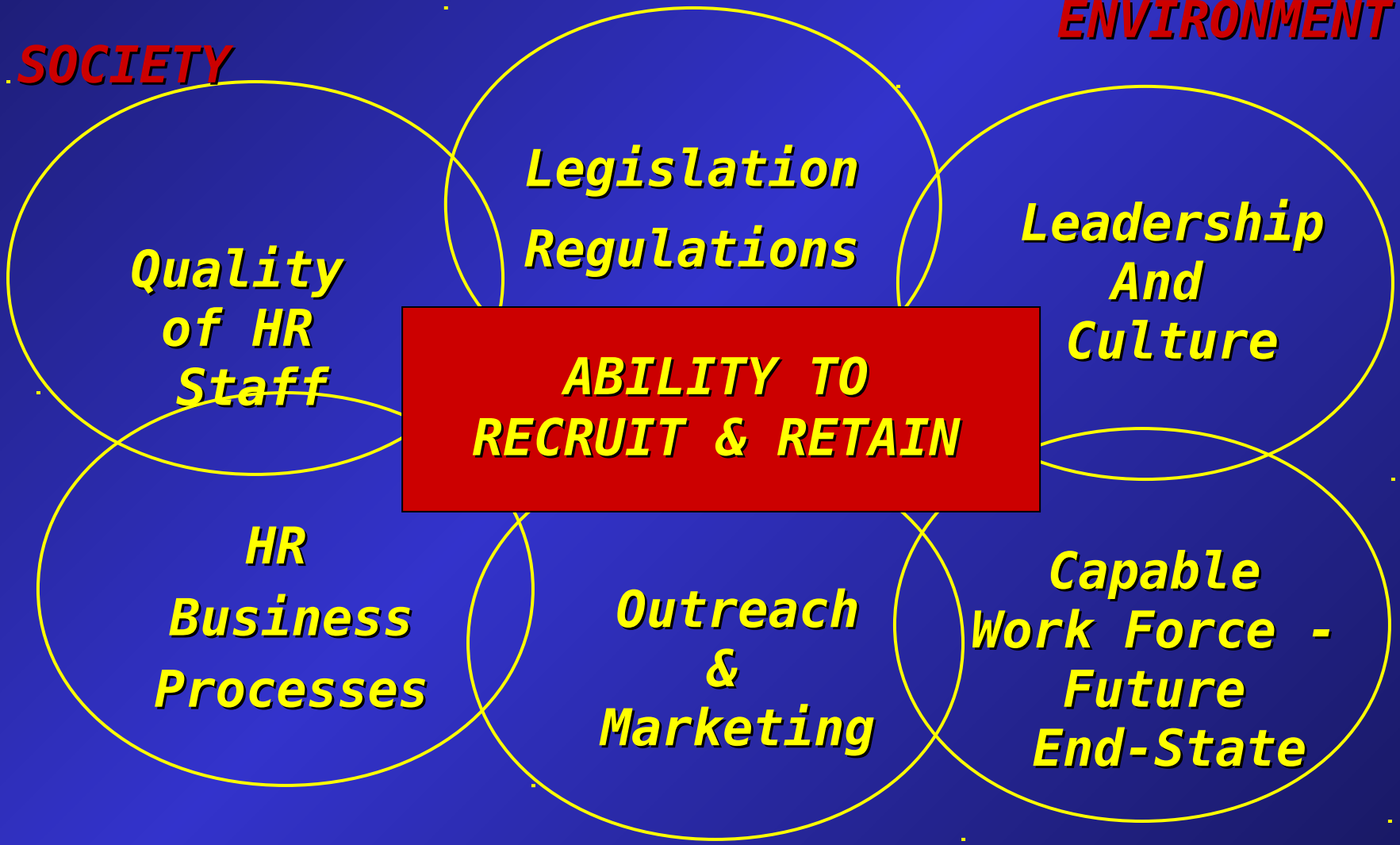
System Components



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LEGISLATIVE ENABLERS

- Use of Unified Legislation and Budget process
  - direct hire authority
  - pay banding
  - expand ERDC's distinguished scholar program
  - Last move travel
- Change through Civil Works Committees
- Freedom to Manage Legislation
- Student Loan Repayment
- Federal Career Intern Program
- CPMS XXI

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Strategic Army Workforce

- What
  - A centrally and strategically managed cadre of senior, key Army civilian personnel
- Why
  - Career management decision for key civilians will be based on Army-wide, long-term needs
- Who
  - Supervisors, managers, leaders in grades GS12 and above
  - Selected others

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Staffing Initiatives

- Changed Corporate Selection Process
- Overhaul of Current Application Process
  - standardized application process across all regions
  - central data base of resumes - one stop for applicants
  - purging of inventories to keep resumes fresh
  - greater use of open & continuous announcements
  - better use of skills criteria to produce quality lists
- Decentralization of ACTEDS Career Intern Program - SLC Issue
- Student Loan Repayment Plan
- USACE Participation in DOD and DA working groups
- Expansion of Recruitment, Retention and Relocation Allowances

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Staffing Initiatives

- Interface military personnel system to target soldiers
- Attract more Quality Candidates for Vacancies
  - Increased Use of Paid Advertising
  - greater out reach recruiting at intern and mid-career levels
  - work force succession planning to better develop intake staffing needs - development of OMB submission
  - Use of more commercial web sites
  - Update new recruiting material for USACE
  - New Federal Career Intern Recruiting Authority for excepted service appointments